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5 SEM TDC GHRM 3 (Sp)

2014

(November.)

COMMERCE

(Speciality)

Course : 503

(Global Human Resource Management)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. (a) Answer the following as directed : $1 \times 3 = 3$

(i) On-the-job training includes

(1) coaching

(2) job rotation

(3) committee assignments

(4) All of the above

(Choose the right answer)

(ii) $\frac{\text{Total separation during the year}}{\text{Average number of employees}} \times 100 = \text{---}$

(Fill in the blank)

(iii) High morale helps the management in overcoming

(1) indiscipline

(2) absenteeism

(3) labour turnover

(4) All of the above

(5) None of the above

(Choose the right answer)

(b) Write True or False :

1×5=5

(i) In international HRM, the host country is one, where the firm's headquarters is located.

(ii) Continuous success in a changing world requires an ability to explore new opportunities and learn from past successes and failures.

(iii) The recruiting process begins with human resource planning and concludes with evaluation of recruiting efforts.

(iv) Placement refers to the movement of an employee from one job to another.

(v) Guest workers are foreign workers invited to perform needed labour.

2. Write short notes on the following : 4×4=16

(a) Raiding

(b) Total Quality Management (TQM)

(c) Workforce Diversity

(d) Joint Venture

3. (a) "Human resource management practices are culture bound." Discuss. 11

Or

(b) Briefly discuss the issues involved in organizing human resource management functions.

4. (a) "The human resource planning is becoming more and more important and complex with organizations becoming more global." Comment. 11

Or

(b) What are the key attributes that make a recruitment programme effective?

5. (a) What should be the role of HR Manager in the present globalized age? Explain. 11

Or

- (b) How would you create a congenial atmosphere for working in an MNC having significant human and cultural diversity in the organization? Explain.

6. (a) Outline the important characteristics of the ethnocentric, polycentric and geocentric approaches to international staffing. 11

Or

- (b) Define the terms 'parent-country nationals', 'host-country nationals' and 'third-country nationals'. What are the main similarities and differences between domestic and international HRM? 6+5=11

7. (a) Identify the changing trends in HRM environment with special reference to India. 12

Or

- (b) How is the international selection made? Explain the international training and development process. 4+8=12

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